

# Gender Pay Gap Report 2021

*This report details our April 2021 results and our ongoing efforts to consciously cultivate an inclusive and diverse culture of equality & equity for all. As we continue to empower our employees to 'Be You, Be Bayer'!*





**60%**

*of our workforce are women\**



**62%**

*receiving an 'exceptional' performance rating were women\**



**45%**

*of senior leadership teams are women\* / \*\**



**62%**

*of promotions in 2021 were to women*



**63%**

*of external hires in 2021 were women*



**71%**

*of our 2021 early careers intake were women.*

\*As of 31<sup>st</sup> December 2021

\*\*Senior leadership teams are Country and Divisional Leadership Teams across the UK.



## ***Scientific breakthroughs for all as Bayer continue to embrace inclusion and diversity***

At Bayer we believe that diversity is a fact but inclusion is an act. **Inclusion means each one of our employees is welcomed, valued, respected and heard.** We push boundaries to find solutions to some of the world's biggest challenges and we make this possible by uniting a broad spectrum of talented people, who bring diversity of ideas, experiences, innovations and product solutions to achieve our ambition of Health for All, Hunger for None.

**Diversity and inclusion is at the heart of our strategic focus globally** and is firmly embedded in our LIFE values, embodying how we continue to grow, innovate and as we look to the future.

**We are serious about creating an inclusive culture** and believe that our global Inclusion and Diversity strategy, with commitment from our global Board of Management, alongside local programmes, will enable us to strengthen our culture of inclusivity year on year.

# Calculating the Gender Pay Gap

## What is a gender pay gap?

The Gender Pay Gap is the **difference in pay between men and women explained through various statistics** and is influenced by a number of factors including working patterns and employee demographics. It is expressed as a percentage of male employee's hourly pay and is reported on a mean and median basis.

The gender pay gap is not the same as unequal pay, which is paying men and women differently for performing the same work.



## Calculating the mean and median

The **median gender pay gap** compares the middle point in a number set. So, if you were to list the hourly pay for men and women from highest to lowest, the median compares the pay of the middle person in each group.

The **mean gender pay gap** shows the difference in average hourly rate of pay between men and women and is therefore influenced by higher earners in more senior roles.

Our gender pay gap calculations are based on the UK Government's requirement that companies publish an "unadjusted gap" based on an average across all employees regardless of roles.

## Types of pay

**Ordinary pay** is not limited to basic pay, but also includes other types of pay including any allowances.

**Bonus pay** includes additional pay relating to profit sharing, productivity or performance. In our case, the vast majority of bonus pay is in the form of our annual Short Term Incentive programme, but we do also have other incentives, such as sales incentives schemes.

# Bayer plc Gender Pay Gap Summary 2021

Bayer has three companies in its UK & Ireland region. Only Bayer plc employs 250 or more people, therefore our reporting is based solely on Bayer plc data at the reporting date of 5 April 2021.

**11.7%**

Mean gender pay gap

**5.4%**

Median gender pay gap

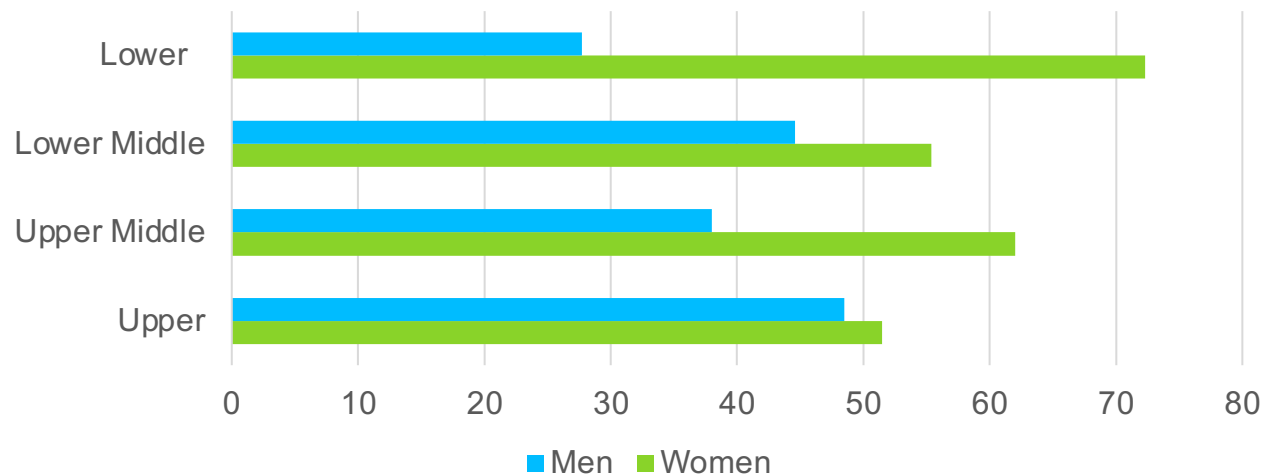
**24.8%**

Mean bonus pay gap

**24.3%**

Median bonus pay gap

Population by pay quartiles %



Proportion of women and men receiving a bonus %



**95.6%**



**95.4%**





### ***Distribution of the workforce***

The distribution of our workforce across four quartiles shows that our organisation reflects the societal norm of more women typically occupying roles in the lower quartile brackets and typically occupy more part time roles. At Bayer we continually look to challenge and change societal norms. Through our unconscious bias education programmes, flexible, family friendly policies and people practices, we are continuing to see women being equally recognised for their performance, appointed into leadership team positions and identified as having potential for further success.

### ***Nature of STEM roles***

As is typical with Life Science organisations, we sometimes find that women are under-represented in STEM roles; therefore we believe that Early Careers programmes and participation of our senior women leaders through our platforms such as BayLab, STEM Ambassador, external forums and leadership programmes, we can continue our efforts to encourage under-represented groups to consider a career in STEM.

# How are we influencing the pay gap?

## Early Careers

In recognition of female under-representation across Life Science organisations, Bayer consequently continue to focus on Early Career initiatives including our successful and ongoing Graduate and Apprenticeship programmes. These programmes offer opportunities to inspire, encourage and develop females within STEM. With an intake of 71% female young talent across both programmes in 2021, this in turn is a vehicle to develop female future leaders.

## Women's Health and Wellbeing

Throughout 2021, as part of our wellbeing initiatives, a group of internal and external experts collaborated to provide insight and expertise to women's health. This inspired the launch of our Menopause policy, with the purpose to better support employees experiencing menopausal or perimenopausal symptoms, through education and empowerment of managers and colleagues.

## Social Mobility (Stem Ambassadors, ENTHUSE, and BayLab)

Bayer plc has many programmes geared towards our commitment to Social Mobility:

- **STEM Ambassadors programme** – enables our employees to volunteer to encourage people into a career in STEM by supporting learning, illuminating careers pathways and mentoring young people. 90% of our volunteers are currently female; who are role modelling and sharing their inspiring career success stories in STEM.
- **ENTHUSE programme** – has supported schools in the local areas to raise aspirations and improve science skills in students and teachers, with the hope to inspire students to take up careers within STEM.
- **BayLab** – Bayer's free science laboratory for use by schools, based in Reading, supports our strategy of educating and igniting the interest of young people to study STEM subjects. Through Baylab, we promote and adopt a science for all approach and take a diverse approach to the schools we work with.





# Calculating the Gender Pay Gap

Our focus and belief in the need to continue challenging societal norms as a leader in Life Science remains a strategic priority. This is reinforced by our global I&D aspirations. Consequently, this is one of the key driving forces to enable us to further cultivate and advance an inclusive culture. At Bayer, we aspire to create opportunities for everyone to succeed and achieve their full professional potential; whilst also positively impacting our gender pay gap.

We confirm the information in this report is accurate and in line with government regulations.

**BAYER:**  
**RESPECTING**  
**YOUR RIGHT**  
**TO BE YOU.**

**Antonio Payano**

CEO, Bayer plc



**Phil Sharp**

Head of HR, Bayer plc

